

# concordia's Thursday Report

Vol. 17 No. 1 September 10, 1992

## Memorial on Thursday: University closed

Concordia University will be closed all day and evening on Thursday, September 10 to honour the memory of Professors Matthew Douglass, Michael Hogben and Aaron Jaan Saber.

A memorial service will be held at noon that day in the quadrangle at the Loyola Campus.

The service will be held outdoors to accommodate as many people as possible.

The University has established the Concordia Memorial Endowment Fund in memory of the three professors slain on the ninth floor of the Henry F. Hall Building on Aug. 24.

Those wishing to make donations should make their cheques payable to Concordia University and send them in care of the fund to the University Advancement Office, BC 319. Please include your return address so gifts may be acknowledged.

A committee for the endowment fund will be struck in the coming months to designate three separate awards of equal value, so that donors may contribute to a specific award, if they so wish.

## IN MEMORIAM

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After the tragedy, Concordia University Faculty Association Vice-President June Chaikelson said "our losses are beyond calculation." As the community struggles to recover, we pay homage to the three formidable teachers we lost and to the colleagues who were wounded.

### Sympathy 4-5

Hundreds of letters of sympathy and condolence have poured in from across Canada and the United States. A listing of these letters, received as of Aug. 31, and excerpts have been compiled in the hope that they can offer us some comfort.

### Counselling 6-7

The Employee Assistance Programme (EAP) and Counselling and Development have been on hand to lend support and assistance, in this time of need, for both the University community as a whole and on an individual basis.

# CONCORDIA MOURNS

On Monday, Aug. 24, an armed man entered the Henry F. Hall Building, made his way to the ninth floor and opened fire. This is horrifying enough. What makes it more horrifying is that the armed man was a professor and his targets were his colleagues.

When it was over, and Mechanical Engineering Professor Valery Fabrikant was arrested, Concordia was left to mourn its dead: Civil Engineering Professor Matthew McCartney Douglass; Chemistry Professor and President of the Concordia University Faculty Association Michael Gordon Hogben; and Mechanical Engineering Professor Aaron Jaan Saber. And to pray for the wounded: Electrical and Computer Engineering Chair Phoivos Ziogas and Mechanical Engineering Secretary Elizabeth Horwood.

At an emergency meeting of the Board of Governors last week, Chancellor Alan B. Gold, who stepped down as Chief Justice of the Québec Superior Court in July, said, "What happened here is the terrible price you pay for an open society, the terrible price that any university that respects its people and its dissenters can pay."

Tragedies of this magnitude have happened elsewhere, he added, but the institutions have survived, and so will Concordia.

## Shuffle proceeds to be donated to Memorial Fund

Concordia's third annual 1992 Shuffle will be dedicated to the memory of Professors Matthew Douglass, Michael Hogben and Aaron Jaan Saber. The Faculty and Staff Shuffle Committee has announced that all proceeds of this year's event will go towards building the Concordia University Memorial Endowment Fund in their memory.

The Shuffle will take place on Wednesday, Sept. 23 at 1 p.m. The route has been reversed so that the starting point will be at the Loyola Campus, while the finish line will be in the atrium of the new downtown library complex.

Registration will be held simultaneously on both campuses on Sept. 21 and 22 from 12 to 2 p.m. in the Henry F. Hall Building lobby downtown and in the lobby of the Administration Building on the Loyola Campus.

Buses will be available to transport

See SHUFFLE page 8



PHOTO: Jonas Paparelli

# IN MEMORIAM

## profiles

The tragic events of Monday, Aug. 24 have prompted the entire community to ask itself questions. Why did it happen? Could it have been prevented? What kind of person could do this to other human beings? There has been much discussion, but in the end, there are few answers. The only thing that remains is that three of our colleagues and friends are no longer with us and the two others who were wounded, struggle to recover.

Much will be said about the case of Valery Fabrikant in the weeks and months ahead. This special issue of *Concordia's Thursday Report* is dedicated entirely to the memory of Civil Engineering Professor Matthew Douglass, Chemistry Professor Michael Hogben and Mechanical Engineering Professor Aaron Jaan Saber. We extend our most heartfelt sympathy to their families. We join the University community in its prayers for the full recovery of Electrical and Computer Engineering Chair Phoivos Ziogas and Mechanical Engineering Secretary Elizabeth Horwood.

### **Matthew Douglass was more than a teacher**

"Dr. Matt," as he was known to his close colleagues and students, was truly loved.

And he was deeply admired. Not long after the shooting that took his life on Aug. 24, a man standing outside the Henry F. Hall Building told a television reporter simply, "I really think he was a kind of saint."

Matthew McCartney Douglass was born in Trinidad in 1926. He earned a BEng from McGill University in 1952, after which he worked for five years in industry and public service, and nine years as an assistant professor at Howard University. He got a Master's degree in 1962 from George Washington University (D.C.) and a doctorate from Oklahoma State University in 1966, and came to Sir George Williams University to teach.

Douglass was the first Chair of the Department of Civil Engineering, from 1968 to 1972, and served a second term from 1982 to 1989.

#### **Enthusiastic teacher**

His enthusiasm for teaching spilled over into his research interests, which included computer-based learning and computer-aided analysis. He taught courses in Mechanics and Structures, and served as a consultant to the Department of Civil Engineering of the University of West Indies.

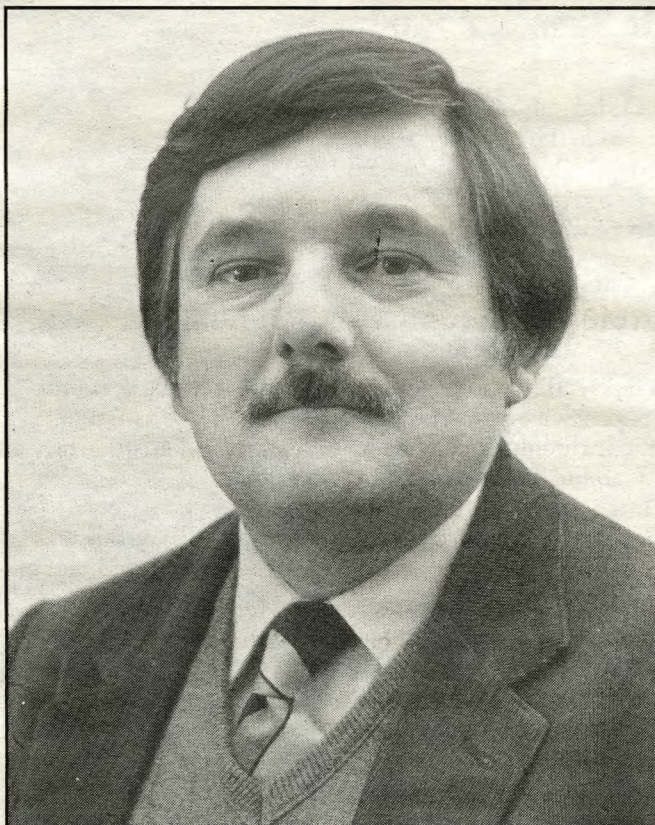
His life was full, rich in music, family and friends, and that richness was reflected in his funeral service. Douglass was an active member of St. Edward the Confessor Catholic Church, which shares its Pointe Claire church building with St. John's United Church in a still-unusual instance of practical ecumenism. The possessor of a beautiful singing voice, he was in the choir.

At the funeral, the choir sang. Steel drums played "Island in the Sun" and Bach's "Jesu, Joy of Man's Desiring." Dean of Engineering and Computer Science and close friend M.N.S. Swamy chanted a Sanscrit prayer, and friends paid moving tribute to a vital, talented, generous-spirited man who was like a father to so many.

Douglass was planning to retire next year, when he would have been 66. He is survived by his wife Joyce; his children, Karen, Roy, Teri, Robin and Kimberley; and eight grandchildren.



Matthew Douglass



Michael Hogben

### **Michael Hogben was a man who cared**

Michael Hogben climbed mountains and tracked stars, and his hobbies mirrored the idealism and relish for challenge of his professional life.

A professor of chemistry, he crossed the artificial dividing-line between science and the arts to study the human impact of science and teach jointly with a Philosophy professor. As President of the Concordia University Faculty Association (CUFA), he also took great satisfaction in one of the most frustrating areas of collective endeavour — the solving of labour grievances.

#### **'People person'**

Hogben was born in Middlesex, England in 1940 and came to Canada in 1962. He joined Loyola College in 1971, three years before the merger with Sir George Williams University. Throughout his career, Hogben was "a people person," friendly, caring and deeply interested in how people are affected by their environment.

Chemistry Professor Robert H. Pallen talks of Hogben's devotion to teaching, and the many hours he spent counseling students about their career paths and their future.

Biology Professor Perry Anderson talks of Hogben's deep involvement in the development of an Ecotoxicology Diploma Programme at the University, a programme so successful that it is now full to capacity with 60 students. It is an ideal response to the great interest in pollution, and its socio-economic and regulatory effects.

#### **Cared for colleagues**

Hogben had been involved in the Concordia University Faculty Association for many years. He was CUFA secretary in 1979-80, Vice President in 1980-81, and President in 1981-82. He involved himself in the negotiating team and on the joint grievance committee, and Journalism Professor Enn Raudsepp, who knew him well through CUFA, said he was "very much a problem-solver."

"I was the editor of the newsletter when he was president [in 1981-82]. He was never one of those us-and-them types. And when there was a problem, he personally saw to it. I was amazed to

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# IN MEMORIAM

## profiles

### A. Jaan Saber was ambitious, gifted and extraordinarily productive

Aaron Jaan Saber knew about the fragility of life. Born with a heart defect, he survived infancy thanks to his tenacious mother, and underwent open-heart surgery three times in adulthood.

He was reaching the height of a brilliant career when he died of his injuries the day after the Aug. 24 shooting. As Rabbi Ronald Aigen said at his funeral last week, "Jaan Saber lived his entire life in grateful appreciation for the miracle of being alive."

Ambitious, gifted and extraordinarily productive, the professor of Mechanical Engineering seemed to be everywhere, winning awards, research grants, industry appointments and consulting contracts. Yet colleagues and neighbours also remember him as a loving family man, a supportive husband and active father who was as likely to be found teaching 6-year-old Noah and 4-year-old David to ride their bikes as at his computer terminal.

Saber was born in England in 1946. His family emigrated in 1952, and he was raised in Toronto. He was awarded a Bachelor of Applied Science with honours by the University of Toronto in 1969, and went to Princeton to study rocket propulsion. While studying for his master's and then his doctorate, he was an active member of various university committees, and stayed on at Princeton as a researcher until 1975, when he came to Concordia.

Over the years, he had taught courses in many aspects of the field, including combustion, human factor engineering, organizational management, physical systems, thermodynamics, fluid mechanics and machine design.

#### Changing field

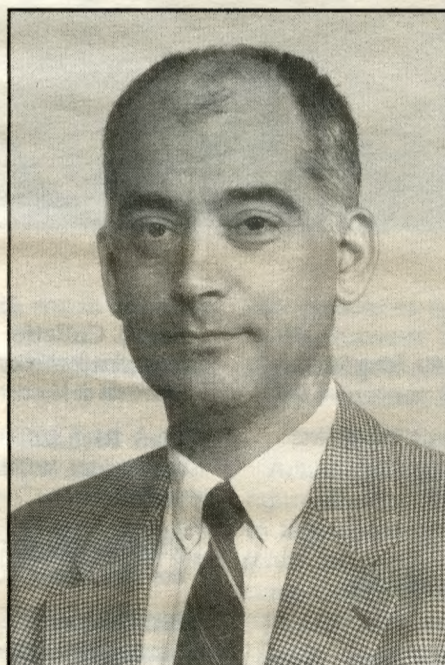
His research reflected the changing face of his field. Early in his research career, Saber was looking at the gases produced in coal combustion, and exploring a lignite deposit in Ontario with a view to developing alternative fuels to coal. As the interest in that subject waned, he worked on solid propellant rocket motors, and became well known in the aerospace industry.

His personal experience with buried, unexploded ordnance led in the mid-1980s to research into hazardous and toxic waste disposal and management, one of our greatest current problems.

His wife Sara Felsenfeld is on the staff of Alliance Quebec, the English-rights lobby group.



A. Jaan Saber



Phoivos Ziogas

### Hopes and prayers of hundreds for Phoivos Ziogas' recovery

Phoivos Ziogas lies in the Montréal General Hospital, fighting to recover from a severe gunshot wound to the abdomen. He has the hopes and prayers of hundreds of friends and family members riding with him.

Ziogas joined Concordia's faculty as a lecturer in 1978, and became Chair of the Department of Electrical and Computer Engineering in 1989.

Professor Asim Al-Khalili has known him for 11 years, and was on the ninth floor of the Henry F. Hall Building on Aug. 24 when the shooting took place. In fact, Al-Khalili "shoved" the gunman before he realized he was armed, found Ziogas wounded in his office, and called 911 for help. He spent the next 20 hours at the hospital, sitting outside Ziogas's room, and has been back every evening since then.

"He's a wonderful person, one of the best human beings I know," said Al-Khalili. "Very cool and calm. I've never seen him angry in all the years I've known him. And he's the only professor I know who always has lunch in the cafeteria with his students."

"He's there for everybody; his door's always open. You'd never know he was the boss."

The crush of well-wishers to Ziogas' bedside has been almost overwhelming. While the hospital ruled last week that only immediate adult family were to be admitted because his condition is still very serious, people have come from great distances to see him and offer support to his wife, Frances. Two brothers have come from Greece, and Al-Khalili says phone calls have come from as far away as Chile and the Middle East.

His progress gives reason for guarded optimism, and he has opened his eyes and acknowledged family members.

Ziogas, 48, earned his BSc, MSc and PhD in Electrical Engineering at the University of Toronto, graduating with his doctorate in 1979. He teaches two courses every year, and is a very active researcher in the field of power electronics. He is a fellow of the Institute of Electrical and Electronics Engineers, and editor of the IEEE Transactions of Industrial Electronics.

No one is rooting for Ziogas more fervently than a dozen young people working in the bowels of the Henry F. Hall Building. Graduate students working in the Power Electronics Laboratory, they look on him as their hero. In the words of student Joe Woods, "He's the best."

### Elizabeth Horwood recovering at home

Elizabeth Horwood, who was shot in the leg and released from hospital a few days after the incident, has been a secretary in the Faculty of Engineering and Computer Science for nearly 20 years, and the secretary of the Chair of the Mechanical Engineering Department for the past decade.

"She has a great deal of responsibility for the day-to-day running of the Department," said a colleague. Praised for her efficiency, honesty, adaptability and excellent English skills, her superiors have also noted that she "enjoys pressure and challenge."

However, the extraordinary task of

dealing with a visitor as determined and angry as Valery Fabrikant was clearly exhausting her, and she told a colleague this summer that she was at the end of her resources. "She was getting all the flak. She was going to tell her superiors she had had enough."

Horwood commuted every day from her home near St. Jerome in the Laurentians. A widow for some years, she has a stepson who lives in western Canada and a stepdaughter who lives near her.

She is an enthusiastic skier, but her great love is music. A serious piano student for many years, she holds several diplomas and has taught music.

# IN MEMORIAM

## *sympathy and support*

In the aftermath of the tragedy, Concordia University received many, many letters of sympathy and support. Reprinted below is a list of individuals and organizations who wrote to the University to express their condolences.

Excerpts of some of those letters are reprinted on page 5.

**Ramon John Hnatyshyn**  
Governor-General of Canada

**The Rt. Honourable Jeanne Sauvé**  
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**Jacques Bordeleau**  
Directeur général, Conférence des recteurs et des principaux des universités du Québec (CREPUQ)

**Claude Lajeunesse**  
President, Association of Universities and Colleges of Canada (AUCC)

**Peter George**  
President, Council of Ontario Universities

**Claude Hamel**  
Président, Université du Québec

**Michel Gervais**  
Recteur, Université Laval

**Marcel Hamelin**  
Rector and Vice-Chancellor, University of Ottawa

**Paul Ruest**  
Rector, Collège universitaire de Saint-Boniface, Manitoba

**David W. Strangway**  
President, University of British Columbia

**Terrence H. White**  
President, Brock University, St. Catharines, Ontario

**Philippe Gribreauval**  
Directeur général, Collège de Rosemont

**David L. Johnston**  
Principal, McGill University

**David G. Bevan**  
Vice-Principal, Bishop's University

**Joy D. Calkin**  
Vice-President (Academic) and Provost, University of Calgary

**John Whitfield**  
Acting President, Lakehead University, Thunder Bay, Ontario

**François Ouimet**  
Président, Commission des Écoles Catholiques de Montréal

**J. Robert S. Prichard**  
President, University of Toronto

**Elizabeth Parr-Johnson**  
President and Vice-Chancellor, Mount Saint Vincent University, Halifax, Nova Scotia

**Gilles G. Cloutier**  
Recteur, Université de Montréal

**Aldée Cabana**  
Recteur, Université de Sherbrooke

**Jean Guertin**  
Directeur, École des hautes études commerciales (HEC)

**Claude Corbo**  
Recteur, Université du Québec à Montréal

**Andre C. Coté**  
Doyen, Faculté de droit, Université Laval

**Andre Bazergui**  
Directeur de l'École Polytechnique

**Louis Courville**  
Directeur des études de premier cycle, École Polytechnique



PHOTO: Jonas Papaurelle

**Paul Davenport**  
President, University of Alberta, Edmonton

**Jacques R. Parent**  
Recteur, Université du Québec à Trois-Rivières

**Concordia College**  
Edmonton, Alberta

**David J. Lawless**  
President, St. Francis Xavier University, Antigonish, N.S.

**J.M. Perz**  
Acting Principal and Dean, Scarborough Campus, University of Toronto

**Alain Soucy**  
Institut national de la recherche scientifique, Université du Québec

**Gérard Arquin**  
Recteur, Université du Québec à Chicoutimi

**Sinh LeQuoc**  
Directeur de l'enseignement et de la recherche, Université du Québec, École de technologie supérieure

**Christiane Gosselin**  
Directrice des Communications et Secrétaire générale, Collège Édouard-Montpetit

**Michel Héroux**  
Service des Relations publiques, Université Laval

§

**Maximilien Arella**  
Président de l'association des professeurs de l'Institut Armand-Frappier

**William A. Bruneau**  
President, University of British Columbia Faculty Association

**Paul J. Collette**  
Association des bibliothécaires et des professeurs de l'Université de Moncton, Nouveau-Brunswick

**Marc Richard**  
Vice-President, McGill Association of University Teachers

**Virginia Hunter**  
Vice-Chair, External, YUFA, York University

**Bill Graham**  
President, UTFA, University of Toronto

**Robert Rosebrugh**  
President, MAFA, Mount Allison University, Sackville, New Brunswick

**Annie Mear**  
Présidente, Syndicat Général des professeurs de l'Université de Montréal

**The University of Regina Faculty Association**

**Gail Storr**  
President, Association of University of New Brunswick Teachers

**Alexandre Strachan**  
Président, Syndicat des professeures et professeurs de l'Université du Québec à Rimouski

**Mary Rhodes**  
President, Association of Professors of Bishop's University

**Helen Holmes**  
President, University of Calgary Faculty Association

**John Griffith**  
President, Lakehead University Faculty Association

**Wendy Jerome**  
President, Laurentian University Faculty Association

**Ronald Hinch**  
Chair, University of Guelph Faculty Association

**Owen Underhill**  
President, Faculty Association, Simon Fraser University

**Ronald Melchers**  
President, Association of Professors of the University of Ottawa

**Saul Ross**  
President, Ontario Confederation of University Faculty Associations

**Marilyn Taylor**  
Chair, Status of Women Committee of the Canadian Association of University Teachers

**Alan Andrews**  
President, Canadian Association of University Teachers (CAUT/ACPU)

**Donald C. Savage**  
Executive Director, Canadian Association of University Teachers (CAUT/ACPU)

§

**Anne Marrec**  
Présidente et Directrice générale, Fonds pour formation de chercheurs et l'aide à la recherche (FCAR)

**Paule Leduc**  
Présidente, Conseil de recherches en sciences humaines et Conseil des Arts (SSHRC/Canada Council)

**Léopold Nadeau**  
Canadian Council of Professional Engineers

**Jean-Pierre Brunet**  
Président, Ordre des ingénieurs du Québec

**Henri Navert**  
Association canadienne-française pour l'avancement des sciences (ACFAS)

**Richard Drouin**  
Président du conseil et chef de la direction, Hydro-Québec

**Brian D. Baldry**  
Vice-President, CBC Engineering

**Mamdouh Ismail**  
Président et Directeur général, C.I.C.I. Construction

§

**Jean-Claude Turcotte**  
Archevêque de Montréal

**Heidi Rathjen**  
Coalition for Gun Control

**Mr. and Mrs. Bernard Kotansky**  
Kotansky Development Corporation, San Jose, California

**Madeleine Saint-Jacques**

**Roland Doré**  
President, Canadian Space Agency

**Wladimir Paskevici**  
International Space University, Projet de l'Université internationale de l'espace à Montréal

# IN MEMORIAM

*sympathy and support*

We were saddened and appalled to hear the news... We know the anguish that this has brought to the families, colleagues, students and friends. We hope that you will convey our sympathy to the entire Concordia community, but especially to the families of the victim.

—CAUT/ACPU

J'ai appris avec consternation et une profonde tristesse l'événement tragique d'hier...

—Michel Gervais, Université Laval

Les événements dont l'Université Concordia a été le théâtre dans la journée d'hier ne peuvent laisser insensible. Tout comme l'ensemble de la population québécoise, Hydro-Québec et ses employés ont été profondément touchés lorsqu'ils ont appris le déroulement malheureux de ce drame.

—Richard Drouin, Hydro-Québec

Be assured that, although many miles away, we, too, acutely feel the shock and horror engendered by this act of violence. That a tragedy of this magnitude should occur at a Canadian university is unthinkable, and yet, as past events have shown, it is sadly all too real.

As we grieve the passing of valued colleagues, we hope that one day such anguish and despair will no longer darken Canadian university campuses. Let us all work to make that day a reality. Academe is not immune to the ills of society, but we are in a privileged position to address them and help lead the way to a better future.

—David W. Strangway,  
University of British Columbia

The [Faculty Association] Executive [of York University] has asked me to express to you, and through you to all members of the University, our deepest sympathies in the face of an act that was both fortuitous and senseless. Its aftermath is thus, I am sure, particularly hard to bear.

—Virginia Hunter, York University

I was a member of the first Engineering graduating class at Sir George Williams University. Matt Douglass not only was a teacher, but was much more than that. His perception of people's needs made him stand out among his peers. He not only taught me, but took the time to help me in many other ways. He became a friend and we kept in contact throughout the years. I met all of his family and my heart goes out to them. I wish there was more to say other than my wife and I will miss him.

—Bernie Kotansky,  
SGWU, Class of '68, San Jose, California

... Our [Status of Women] Committee has given a great deal of attention to the matter of violence on our campuses. We know that being touched by it and having to deal with it is very painful.

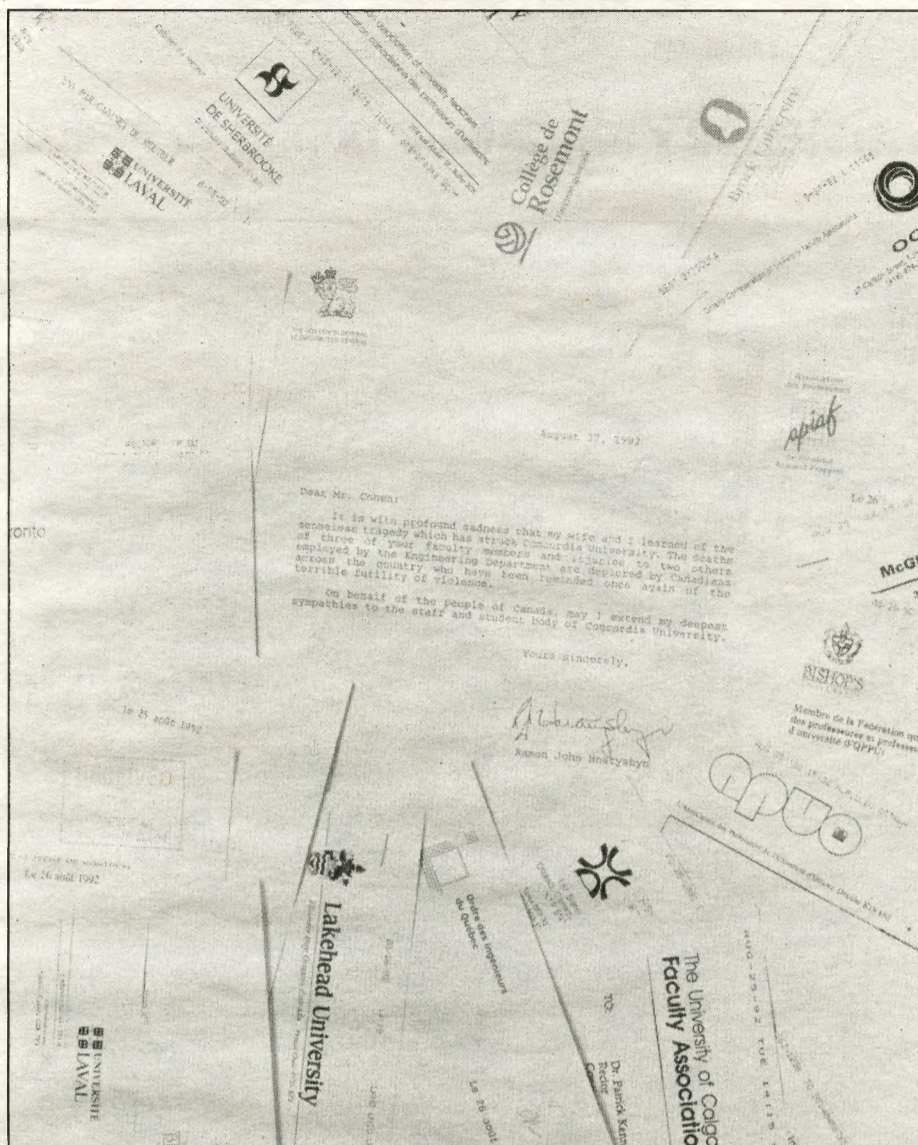


PHOTO: Jonas Papareulis

Our thoughts are with you in these and the coming days.

—Marilyn Taylor, CAUT

The deaths of three of your faculty members and injuries to two others... are deplored by Canadians across the country who have been reminded once again of the terrible futility of violence.

On behalf of the people of Canada, may I extend my deepest sympathies to the staff and student body of Concordia University.

—Ramon John Hnatyshyn,  
Governor-General of Canada

Our thoughts are with you and we fervently hope the community at Concordia will find the strength and courage it needs to deal with the aftermath of this tragic event.

—Bill Graham,  
University of Toronto

... Nous aimerons partager en toute collégialité avec les membres de votre personnel, votre corps professoral ainsi que la communauté universitaire nos sentiments d'appui et de sympathie à l'égard d'événements aussi imprévisibles, tristes et regrettables.

—Philippe Gribauval, Collège de Rosemont

Nous voulons aussi transmettre nos encouragements en ces heures difficiles

aux personnes éprouvées en espérant qu'ils trouvent du réconfort dans ce témoignage d'amitié.

—Jean-Pierre Brunet, Ordre des ingénieurs du Québec

Acts of violence, wherever they occur, injure all of us. It is especially offensive to those of us in academia when violence takes place in our own institutions. Our hearts go out to you and your colleagues at this time of great sadness.

Even more than that, we remember the victims and their families. Whatever we may be feeling at this distance pales in comparison with the loss or suffering of those one loves. We at the University of Calgary join with others in conveying condolences to those affected.

—Joy D. Calkin, University of Calgary

L'utilisation apparemment grandissante de moyens violents est une réalité troublante. J'ose souhaiter que ce geste regrettable ne nous conduise pas à développer du ressentiment et de la méfiance les uns envers les autres. Qu'il nous incite plutôt à élaborer des liens fondés sur une plus grande compréhension et le respect mutuel.

—Jean-Claude Turcotte,  
Archevêque de Montréal

This act of devastating madness is all the more sad inasmuch as Concordia University has always been a most

staunch supporter of tougher gun control.

—Heidi Rathjen, Coalition for Gun Control

Atterré par la tragédie qui plonge votre université dans le désarroi, je tiens à vous témoigner ma profonde sympathie. Tous les membres de la Commission des écoles catholiques de Montréal se joignent à moi pour offrir aux familles douloureusement éprouvées nos sincères condoléances.

—François Oulmet, CECM

Témoin du massacre de Polytechnique, je connais les sentiments d'horreur, de rage impuissante, d'incrédulité et de doute qui nous accablent dans des moments aussi difficiles. J'espère cependant que l'élan de solidarité qui ne manquera pas de se manifester pourra cependant atténuer le sentiment de douleur que traverse votre université.

—Wladimir Paskevici, Projet de l'université internationale de l'espace à Montréal, U de M

Ces gestes imprévisibles nous rendent impuissants et nous éloignent davantage de la compréhension de cette société de plus en plus complexe.

—Jacques R. Parent, Université du Québec à Trois-Rivières

We offer our sympathy at this dreadful time to all of our Concordia colleagues.

Any such event puts in question the very basis of our civilized relations to one another, as human beings and as academics. Coming so soon after the murders at the École Polytechnique, the effects will be felt across Canada. Once again we must ask about underlying pressures in Canadian academic life, pressures that may help to explain these murders. And we must ask how the instruments of violence were so readily at the murderer's hand.

—W.A. Bruneau, UBC Faculty Association

Si ce geste suscite un sentiment de révolte, il est par ailleurs d'autant plus troublant qu'il a été posé dans un milieu qui cultive les valeurs de collégialité, de tolérance et de liberté. Malheureusement, il faut croire qu'en cette époque tourmentée, nul milieu n'est à l'abri d'événements de cette nature.

—Jacques Bordeleau, Conférence des recteurs et des principaux des universités du Québec

I was horrified to learn of the terrible tragedy at Concordia yesterday. All of us at the University of Alberta wish to offer our most profound condolences to the victims of yesterday's events. It is particularly disturbing to me that this tragedy occurred at one of Canada's very fine universities, an institution which has made such remarkable progress in recent years under the leader-

See EXCERPTS page 8

# IN MEMORIAM

*assistance and counselling*

## Employee Assistance Programme hopes to make a difference

All over the University, people are turning their pain and anger and confusion about the shooting tragedy into shared sorrow and determination to do better.

Grendon Haines is convinced that the work of the Employee Assistance Programme (EAP) has already made a difference. It was evident, for example, in the sombre but thoughtful mood at the general assembly held last Tuesday, he said. Haines is Resident Consultant to the Vice-Rector, Institutional Relations and Finance.

Ironically, the EAP was conceived as a permanent programme which was to begin this term. However, the shooting of Aug. 24 catapulted it into crisis intervention, with some counsellors working 12-hour days on very short notice and under intensely emotional conditions. Counselling has been given to hundreds of people.

### Massive response

"There has been a massive response," Haines said. "Our first priority, of course, was the primary victims (the families and those directly affected), and after that, the secondary victims."

"But I want to stress that we are taking a very pro-active approach. We're not waiting for people to come for counselling. Participation is voluntary, but we've earmarked certain areas, and we're calling people and telling them what is available."

### Simple get-togethers

Bright orange posters went up all over both campuses offering simple get-togethers over a bag lunch all last week, from 11 a.m. to 2 p.m. in Room H-661-2 downtown and Room AD-429 on the Loyola Campus. Daily forums are continuing this week from noon to one o'clock in the WC Building (2490 West Broadway, on the Loyola Campus), under the joint auspices of Counselling and Development (which provides services to students) and the EAP. The counsellors were even available on Saturday and Sunday in the Faculty Club Lounge.

Arrangements have been made with the CLSCs (the network of public health clinics). Students, faculty or staff members can walk into their neighbourhood CLSC and get appropriate counselling if they identify themselves as Concordians. The Guy Métro CLSC is especially well equipped.

### Joint employee-management effort

The Employee Assistance Programme has been organized under Haines's leadership by a joint em-



PHOTOS: Jonas Papaurelis

Two general information sessions on the availability of professional counselling services were scheduled the day after the shooting, one on each campus (above and opposite page, top). A general assembly held last week in H-110 drew a capacity crowd (opposite, bottom) emphasizing the community's need for information to help it cope.

ployee-management committee. It includes union representatives and resource people from throughout the University community.

The professional services are provided by Donancy Consultants, which has among its customers the Federal Business and Development Bank, and the Montréal Expos baseball organization.

Counselling under the regular Employee Assistance Programme will be provided free of charge for full-time, permanent employees and their immediate family members (which may include common-law and same-sex relationships). Concerns may include marital and parental counselling, work-related conflicts, violence and abuse, stress and anxiety, depression, phobias and other mental health problems.

As its brochure says, "Concordia University has established an Employee Assistance Programme because it recognizes employees as its most valued assets, and realizes that you can't separate the 'employee' from the 'person.'"

The EAP sprung into action by necessity on Aug. 24 when Haines called Don

Paré, the head of Donancy, as the events unfolded. He was at the University by 4:30 p.m. to start helping people.

"As far as I'm concerned, this university is extraordinary," Paré said. "The co-operation, the willingness to follow up on ideas other people might resist — I couldn't believe how open everyone is, from the top on down."

The Université de Montréal immediately sent all the material it put together in the course of its own counselling efforts following the slaying of 14 young women in December 1989. Paré copied it and distributed it to his counsellors. He said that Concordia's Health Services were "super-cooperative. Nancy Torbit [Director of Health Services] should be really proud of what she's done."

Donancy has had between 15 and 20 counsellors working at Concordia since the shooting, including some who called Donancy to offer their services after hearing about the incident.

Under normal conditions, the counselling will be done away from the University. To ensure anonymity from superiors and co-workers, the em-

ployee's request will go directly to Donancy, and counselling will take place outside of the University. In the aftermath of the shooting, however, counsellors have conducted sessions on campus and people have come together to share their feelings, but private one-on-one sessions away from the University can also be arranged.

### Shock

Paré says that reactions to the incident have naturally been varied, depending on the closeness to the event. For some, the shock has been devastating. "We are talking here about people who can't return to where they worked, and for whom the University is offering to make other arrangements."

Paré says that the pro-active side of the crisis intervention has a definite pattern.

"Basically, Grendon Haines, myself and one or more counsellors go into a department, and explain what we want to do in terms of counselling. Then we break up into groups of 10 or so.

"We encourage people to say where

# IN MEMORIAM

*assistance and counselling*

## CRISIS ADVICE

The Employment Assistance Programme offers the following advice to those who are struggling to adjust after the incident:

- » Try to relax and avoid stressful situations.
- » Look after yourself. Get plenty of rest, eat right, and don't abuse alcohol or prescription drugs.
- » Express your feelings about the event, and listen to others.
- » Get your facts together, and weigh the things that you hear in the light of information that is known.
- » Hang on to your support system of family and friends.
- » Balance your days between private reflection and time with friends.
- » Draw on your resources of humour and faith.

they were, what they were feeling; we encourage the emotions to come out. Then we offer services to individuals."

## Important to talk

Counsellor Joanne Enright has been stationed in classroom H-661-2 at noon hour to talk to students, faculty or staff who might drop by.

"It's important to get people who were involved to talk about it," she said. "If they were in the building, they may be fearful, and feel that the same event could happen again. If they knew and loved the victims, they are grieving. Even fleeting acquaintance and our shared connection to this institution link us to those who died."

"Young people may feel especially vulnerable," Enright said. "They may feel disillusioned by what seems like a breakdown of their expectations, that if you do good, bad things don't happen to you."

Some people may react with anger. "Looking for someone to blame is normal. It's a way to link cause and effect, and sometimes a way to deal with feelings of guilt. We try to help people deal in a constructive way with their anger."

People should not only seek counselling if they feel they need it, but share their feelings with their co-workers, and gently encourage colleagues who seem to be having real difficulty getting on with their normal lives to visit a counsellor.



# IN MEMORIAM

letters

## The Rector addresses the community

The following is a letter issued by the Rector, Patrick Kenniff, on Aug. 26, 1992.

To all members of the Concordia University Community:

The tragic and senseless events of last Monday have left us all with a terrible feeling of bewilderment, sadness and loss. At the time that I was informed of what had happened, late Monday afternoon, I was away from Montréal on a brief vacation. My first thought was to return to Concordia as quickly as possible. I reached the University late Tuesday afternoon.

Through the inevitable briefings, my first thoughts and actions have been for the victims and their families, for whom we grieve and to whom we extend sympathy and support in this most painful moment. I am in the process of seeing them individually. Secondly, I have devoted time and attention to meeting with many of those who were most directly involved in Monday afternoon's events, on the ninth floor of the Hall Building, in the Faculty of Engineering and Computer Science, and the Department of Chemistry. These academic

units have lost dedicated and loyal teachers and researchers, close colleagues and friends, people who contributed to the excellent reputations of their units and their University, and who gave greatly to enhance the quality of our academic environment.

In the next hours, I shall be issuing a more complete statement and holding a press conference to deal with the events and issues of this enormous tragedy in the history of our University, as I see them.

We must now begin the process, beyond our grief, of continuing to work together to build an even stronger Concordia, one that is firmly committed to the values enunciated in our mission.

May I add a word of thanks to all those who bore the burden of Monday's events with great fortitude, in my absence. I thank all those who did the many great and small, individual things, often with courage and speed, that helped the victims and no doubt helped to prevent even more tragedy.

Patrick Kenniff  
Rector and Vice-Chancellor

## 'A time to draw together': CUFA

Psychology Professor June Chaikelson, who is vice-president of the Concordia University Faculty Association (CUFA), spoke at a news conference Concordia held on Thursday, Aug. 27. Her remarks are reprinted here:

We learned with deep sorrow of the death of our colleagues. We have received hundreds of messages of sympathy from across the country; our fax machine has been working non-stop since Monday, and we are deeply grateful for the messages of support that we have received.

I think I would like to explain a little bit about the union, and the relation of the union to the University.

Our University is a very complex organization, and as such, it has bureaucratic structures, but it is a place where people care. The Faculty Association is a union that exists to promote and protect the interests of faculty within the University, and it does it for all its members. Together, through the process of negotiation, the union and the administration have made a concerted effort to develop procedures that present grievances, that protect the rights of individuals, and provide for the stability and integrity of the University community.

Things were being accomplished for Dr. Fabrikant in the system. Our newly elected president, Dr. Hogben, was working very hard to try and settle the grievances with the University, and to try and settle them in Dr. Fabrikant's favour. He had been working unstintingly during the whole summer to that end, and that, in all probability, as far as we know, is why he was in Dr. Fabrikant's office that afternoon.

## Losses beyond calculation

The recent events are not mere nightmares that can be dreamed away easily. They are real-life tragedies that will weigh heavily upon us in years to come. Our losses are beyond calculation, and we cannot find the words to express our grief and pain at the loss of our colleagues.

There can be no reasonable explanation for this senseless tragedy. This is a time to draw together in our common purpose, however, and CUFA joins the University community in extending our deepest sympathy to the families of the victims, and our heartfelt wishes for the complete recovery of those who were wounded.

### • SHUFFLE from page 1

participants from the downtown campus to Loyola for the start of the walk. The buses will depart at regular intervals between 11:45 a.m. and 12:45 p.m. These are not Shuttle buses and will not interfere with the regular Shuttle bus

service. Monitors will be on hand to lead participants onto the right buses.

In the first year, the Shuffle raised more than \$19,000, and more than \$17,000 in the second year for student scholarships and fellowships.

### • EXCERPTS from page 5

ship of you and your colleagues.

—Paul Davenport, University of Alberta

La communauté de l'École Polytechnique partage votre douleur dans l'épreuve qui vous frappe. Nous vous offrons toute notre sympathie.

—André Bazergui, École Polytechnique

Mes pensées sont avec vous durant ces horribles journées. Je vous prie d'exprimer nos sympathies sincères aux familles des victimes, aux blessés et à tous les collègues. Nous serions heureux et honorés d'aider, de la façon que vous jugerez utile, s'il y a lieu.

—Louis Courville, École Polytechnique

Violence, whether aimed at women or men, is never acceptable. And yet, as we all know, it continues to happen. I pray that we as a society will face the issues squarely and understand that our focus must include elements of our culture and society which in any way condone incidents of violence.

We share with you and Concordia University your sense of shock and sorrow. Please convey our greatest sympathy and support for those injured and to the families and loved ones of those who died so tragically. If there is anything I or the University can do to assist, please do not hesitate to call. You will be in our thoughts as you face this difficult period.

—Elizabeth Parr-Johnson,  
Mount Saint Vincent University (Nova Scotia)

### • HOGBEN from page 2

see how much patience he had. He didn't dismiss people — malcontents can be quite tedious. He had a big impact.

"It's so damn sad and ironic that he was trying to help Fabrikant when this happened."

Fabrikant, the Mechanical Engineering Professor who was arrested after the shooting, had been bombarding CUFA with complaints against the University, and was angry that his instructions to them weren't followed precisely. In the annual election of the CUFA executive last spring, he ran against incumbent Tony Costanzo and Hogben, and received a handful of votes.

## Source of joy

Philosophy Professor Dennis O'Connor has taught with Hogben, a relatively rare cross-disciplinary initiative. O'Connor delivered the eulogy at the funeral last week. He referred to his friend lovingly as "a star-gazing, mountain-climbing clown who danced with chemical elements and astrophysical constellations as if they were friendly companions."

He was a source of joy as a companion, O'Connor said, a man of great decency and principle nurtured by a joyous family life with his wife Margaret and two sons, Mark and Keith. "He was something of a hero."

## concordia's Thursday Report

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